Igniting The Genius Within

Part 1

ISB, Hyderabad, October 22-25

Conference Notes and Overview : Chandramowly

Overview

The Second International Conference on 'Igniting the Genius Within' organised by the Centre for Leadership, Innovation and Change (CLIC) at the Indian School of Business. The theme of this year's conference was 'Leading and Innovating through Turbulent Times.'

The Conference started off with a roundtable discussion by the heads of leading public sector undertakings on corporate governance. The roundtable was followed by the inauguration by Ajit Rangnekar, Dean, ISB; O P Bhatt, Chairman, SBI and Dr Prasad Kaipa, Executive Director, CLIC, ISB.

The first day of the Conference focussed on wisdom perspectives. Malli Mastan Babu, Guinness Record Holder-Adventure Sports, started off the day with a speech titled 'Dare to Live the Dream.' Dr Satish Thatte , CEO, New Synergy Group; Dr Jody Fry, Professor of Management, Tarleton State University, Central Texas; Raghu Anantanarayan, CEO, Totally Aligned Organisations; V Srinivas, CEO, Illumine Knowledge Resources and Kannan Srinivas, Consultant, Tata Consultancy Services were some of the other speakers.

On the second day of the Conference, the emphasis was on management best practices. A dialogue with Dr Lee Hartwell, Nobel Laureate started off the day. MGPL Narayana, Vice President and Head, BS & CC, Tata Consultancy Services; Dr N Viswanadham (Chair), Professor and Executive Director, GLAMS, ISB; Dr Vijay Chandru, CEO, Strand Life Sciences; Dr Brinda Dalal (Chair), Resident Scientist, Palo Alto Research Centre and Kalpana Sinha, Director, People and Organisation Capability at the India Development Centre, Microsoft also spoke at various sessions during the day.

The theme for the concluding day was "Designing the Future" and was attended by Pullela Gopichand, Dronacharya awardee and renowned badminton coach and Chandrababu Naidu, Former Chief Minister, Andhra Pradesh.

Speakers

Dr Prasad Kaipa, Executive Director, CLIC, ISB	Setting the Stage – Leading and Innovating through Turbulent Times
Malli Mastan Babu, Guinness Record Holder-Adventure Sports	Dare to Live the Dream
Dr Satish Thatte (Chair), CEO, New Synergy Group	Value – Based Leadership from Wisdom Traditions Perspective
Dr Venkat Krishnan, Professor and Director, Yale-Great Lakes Center for Management Research	Enhancing Spirituality in Organisations: Role of Transformational Leadership
Dr Jody Fry, Professor of Management at Tarleton State University, Central Texas	Maximising The Triple Bottom Line Through The Spiritual Leadership Balanced Score Card Business Model
Dr Reuben Abraham (Chair), Assistant Professor and Executive Director, CEMS, ISB	
Raghu Anantanarayan, CEO, Totally Aligned Organisations	Leadership and Innovation in Organisational Design
V Srinivas, CEO, Illumine Knowledge Resources	Ideas to Ideals – The Citizen SBI Intervention
Dr E Srinivas (Chair), Professor, XLRI	Wisdom: Conceptualisations and Relevance in Leadership Development and Business Education
Dr Sanjoy Mukherjee, Professor, Rajiv Gandhi IIM Shillong	Wisdom Leadership: Some Insights from Classical Indian Literature
Kannan Srinivas, Consultant, Tata Consultancy Services	Tiding Over Turbulence: Ancient Insights for Modern Leaders

Speakers	Topics
Dr Lee Hartwell, Nobel Laureate	Dialogue with the delegates
MGPL Narayana (Chair), Vice President and Head, BS & CC, Tata Consultancy Services	Applying Vision, Mission, Values in Daily Activities Creatively (VMDAC)
Dr Amit Nandkeolyar, Assistant Professor, ISB	Learning in teams: What do we know?
Dr Rajesh Chakrabarti, Assistant Professor, ISB	
Dr N Viswanadham (Chair), Professor and Executive Director, GLAMS, ISB	SBI story on Change Innovation in Emerging Markets
Sherry Immediato, President & Managing Director, Society for Organisational Learning	How Managers are Improving the Quality of their Collective Thinking and Increasing Innovation -Examples from SOL Community
Dr Brinda Dalal (Chair), Resident Scientist, Palo Alto Research Centre	Sustainable Innovation
Kalpana Sinha, Director, People and Organisation Capability at the India Development Centre, Microsoft	Learning and Innovating from Experiences in the Indian Context
R Rajeshwar Upadhyaya, Visiting Faculty, ISB	Ancient Indian World View: Contemporary Implications for Authentic Leadership
Ranjini Manian, CEO, Global Adjustments Services Pvt Ltd	Indian Roots, Global Wings

My notes from the Talk of Dr. Prasad Kaipa

- Integration of Good Thoughts in to action will happen successfully if it is flown all the three levels of Body, Talk, and Mind (kayEna, VaCha and manasA)
- Indian Core Strengths were being spread through Yoga and Ayurveda. Now it is 'Management'
- When Pepsi produces beverage in US with allowed pesticide content, why they don't follow the same health rule in India? We do not have such legislation !
- But is it right for PEPSI corporate governance to do that here in India taking advantage of lack of legislation?

My notes from the Talk of Dr. Prasad Kaipa

Dr Kaipa asked participants to write answers of these 4 questions

1. What is my purpose of work?
2. How do I make right choices?
3. What is my definition of success?
4. What do I seek as my reward?

I think the answers to these questions will clarify our own vision, values and way ahead in profession.

My notes from the Talk of Dr. Prasad Kaipa

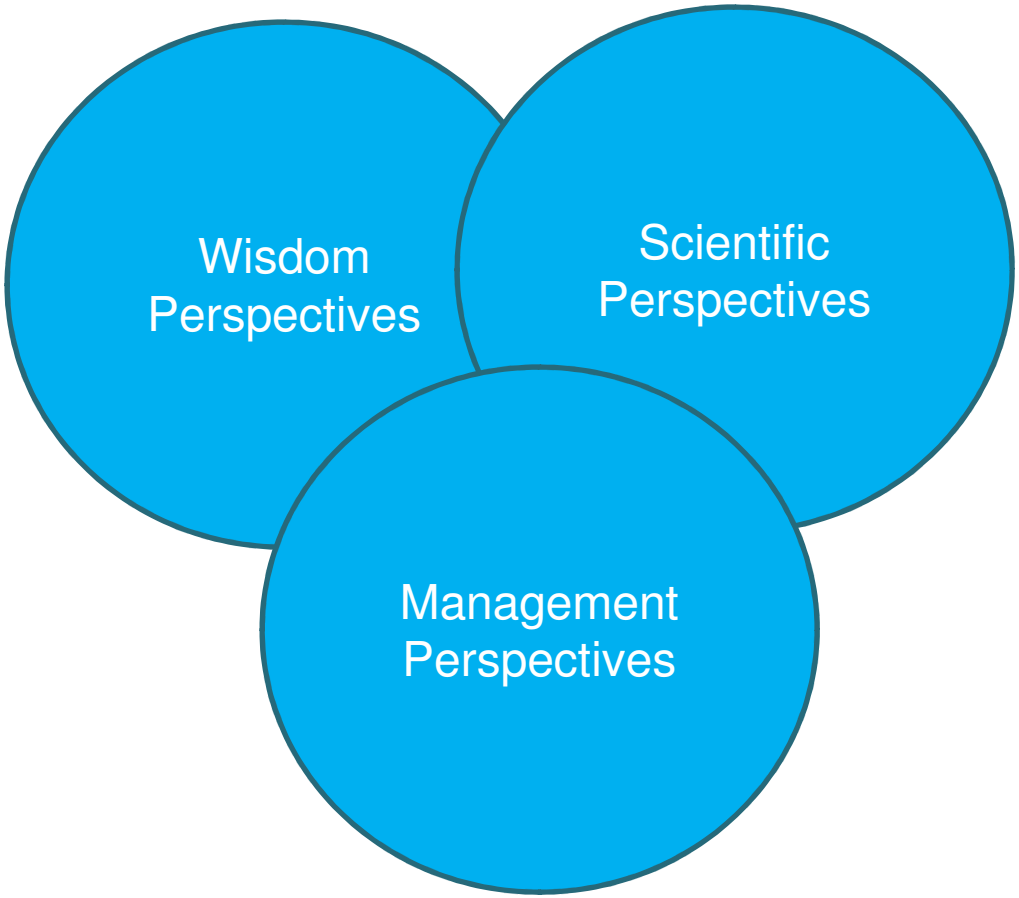
Some answers projected by Dr. Kaipa…

1. What is my purpose of work? (Serving Larger needs)
2. How do I make right choices? (By enlightened self interest and not by narrow self interest)
3. What is my definition of success? (Evolution)
4. What do I seek as my reward? (Total Compensation)

Some Leadership Principles that are more relevant today

1.	Enlightened self interest Vs Narrow self interest	COMMITMENT
2.	Non-attachment to one particular view	VIEW
3.	Decision based on data, intuition and insight	DECISION
4.	Using multiple forms of intelligence (Reason, Emotion, Intuition and Inspiration)	INTELLIGENCE
5.	Balancing History and Possibility	BALANCE
6.	Bridging the Gap between IQ-EQ-SQ and AQ (Activity Quotient)	PORARITIES

Igniting the Genius within
The Theme



State of the Mind Operating Day to Day

If we don't watch our mind at a given time, it becomes part of autopilot in the state of Leading and Innovating.

What will you do, if what you can control is 10% and what you cannot control is 90%?

The way out is tactical. How do we negotiate and move in a traffic to reach our destination? Same focused effort is needed in our professional journey and leadership way.

Enlightened Self Interest Vs Enhanced Self Interest

- Credibility – Words must match actions. Remove the Talking-Doing Gap
- Possible if you pay attention to within
- Commitment – Feeling and Doing Gap
- Courage – Being and Doing Gap
- Think… What is my ‘North Star’?
- Leaders-Followers metaphor has changed to ‘Leading Leaders’
- Experience from Failure transforms you more than experience from Success. We forget the process of failure and we strangely remember the success.
- Failure is the only way to learn shifting from Idiot mindset to Ideal Mindset
- Framework for living comes from failures.